

EXHIBIT 1

To: Bonnie Popp - bspopp.s01449[REDACTED]
Cc: Kent Abitz - KRABITZ.s01449[REDACTED]
From: Lee Spude
Sent: Fri 7/17/2015 9:30:17 PM
Subject: FW: Marlo Spaeth

fyi

Lee Spude Market Human Resources Manager 439/440

Phone: [REDACTED] Fax: [REDACTED] Cell: [REDACTED]
[REDACTED]

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From: Lee Spude
Sent: Friday, July 17, 2015 4:30 PM
To: Robin Castro - rscastr.s01449
Subject: RE: Marlo Spaeth

1. Call the legal hotline and put them on notice of the "threat"
2. Do not have any further discussion with Marlo's relatives. Simply apologize and explain to them that she is not a minor and therefore we need to have a discussion with her directly. If she wants to utilize the open door, she certainly can do so.

If you have further questions, feel free to call.

Thanks

Lee Spude Market Human Resources Manager 439/440

Phone: [REDACTED] Fax: [REDACTED] Cell: [REDACTED]
[REDACTED]

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From: Robin Castro - rscastr.s01449
Sent: Thursday, July 16, 2015 4:03 PM
To: Lee Spude
Subject: Marlo Spaeth

Please call Bonnie and I in the morning.

We terminated Marlo last week for attendance. Marlo's sister, Amy Jo and her mom, Sandra to ask us to give Marlo her job back. Amy Jo and Sandra feel that she was picked on by ASM Julie and according to the ADA act we should have changed Marlo's schedule when Marlo asked. We explained that we worked with Marlo for quite awhile and that I sat in on several conversations and that I felt should understood. She also stated that we should have let them know what was going on. I explained that we don't due to hippa. She also stated that if we don't give Marlo her job back that they would take further action.

Robin Castro Shift Manager

Phone [REDACTED] Fax [REDACTED]
[REDACTED]

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